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Intermountain Reporter

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Help for Transition Tensions

Recisions! Buyouts! Transitions! Tensions!

*Please Pass the
Excedrin!*



IN THIS ISSUE

Regional Forester's Message	2
RIIT to the Rescue	4
The Toilet Trauma has Ended	7
Unique Boat Ramp	10
Reaching Out to Native American Youth	12

Transitioning from the old to the new under Reinvention has impacted nearly every employee in the Region, and we're just getting started! When it's finished, we'll be a more responsive, customer focused, productive organization. But, in the meantime . . . ?

Help for those "Transition Tensions" can be found in one of the most exciting and beneficial training programs ever offered in the Region.

"Investment in Excellence" has been taken by more than 1,700 people

in Region 4 over the years.

Updated for the '90's and customized for the Forest Service in these times of transition, "Investment in Excellence for the '90's", is designed to improve human functioning both on and off the job. It's a catalyst for lifelong growth. By looking at life from a "want to" opportunity rather than as a "have to" deterrent, the improved thinking skills, self-efficacy, and goal setting techniques taught provide excellent coping skills for today's pressures.

Continued on page 3

AWARDS OR REWARDS?

Many of you probably saw an open letter from the Chief that made the rounds on the DG earlier this summer. A forest engineer on the Mt. Hood National Forest had written the Forest Supervisor, expressing his concerns over awards for "ologists" while the understaffed and underrecognized timber staff still was being asked to "get the cut out."

The engineer had some valid concerns and the Chief had some thoughts about working together. But I saw something else in that discussion I would like to talk about. It's a growing attitude in the Forest Service.

What bothered me is there's too much focus on awards rather than rewards. The award system seems to be the only way we reward people. Awards are one way of recognizing people. We ought not depend on that for rewarding people.

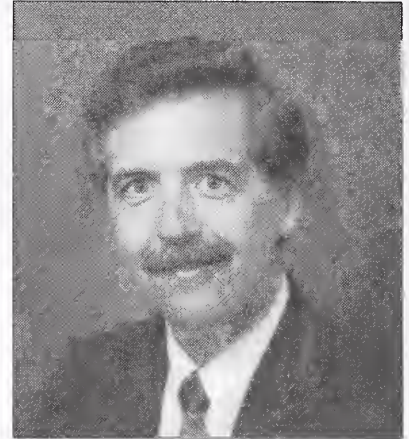
I don't really think the \$50, or even the \$500 is what turns most people on. The rewards that make me happy are when I believe I am being listened to, valuable to the

organization, doing valuable work.

I think this is really what the engineer was saying. Timber people were doing what they were asked to do, and suddenly they're blamed for all the ills of the Forest Service. Then we come back and say people still have the responsibility to get the cut out. In a sense it's almost like we hired timber people to put up timber sales, then hired wildlife biologists to stop them. Then we wonder why we aren't getting anything done.

Wouldn't it be interesting if timber people saw their job as providing viable wildlife habitat for all species and wildlife people saw their job as providing raw material? Shouldn't we all be responsible to provide viable habitat and all be responsible to get the cut out?

If we are going to even talk about caring for whole ecosystems, we need to lose the focus on "my award" and "my job." The "entitlement mentality" is rampant in America, but we can't let it become our outlook. It will make us bitter and mean-spirited, and rob us of the joy of the important work we do.



If we can't stop thinking like "special interest" groups ourselves, how can we work across many organization boundaries and interests for ecosystem management? We are slipping into the polarized, special interest views that often frustrate us in working with the public.

Where we really are having difficulty in this organization is for everyone to see where they fit. I think we need to look at the bigger picture of the land and its capacities, the public needs, the legal mandates, and realize we all have part of a bigger mission. There are rewards in that for everybody.

Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.

3. The Regional Forester's message will express his current feelings regarding situations within the Region.

4. The content of the Reporter will be consistent with Forest Service policy.

5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.

6. Articles should be sent to the Editor on DG, (M.DUGAN:R04F12A) and a hard copy to

Meghan Dugan, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.

7. Articles should not exceed 800 words in length.

8. Photos should be black and white.

9. All articles are subject to editing.

10. Not all articles that are submitted will be printed.

11. The Editor has final say over content.

Continued from page 1

Last year's trainees had this to say about the course:

"The course is excellent. Each facilitator was excellent."

"The course got me excited again and made me realize there is more to focus on than the affirmation part of the program. The program gives insight and tools to create a different way of looking at the world. It opens doors to new thinking and ways of doing business."

"This has been an excellent refresher course. All employees should be encouraged to take this session. The material selected was excellent and timely."

"I enjoyed the whole course, but especially the self-talk and the resilience portions. This is one course I can share with my family."

The Regional Office has renewed the contract with Pacific Institute for "Investment In Excellence for the '90s." Employees new to the Region and those who didn't have the opportunity to take the IIE '80s course can now sign up for this excellent program. Facilitators Shane Brown, Bill Thompson, Jim Baker, and A.J. Skeen have been trained in the curriculum and will be facilitating this two-day class in FY 1996 which addresses reinvention,

personal improvement, and coping with the new stresses of our time.

The facilitated video presentation features Mr. Lou Tice, Founder and Chair of The Pacific Institute. His internationally-acclaimed teaching style makes learning new ways to think easy, exciting, and fulfilling. He translates the latest research into immediately useful guidelines for successfully reaching high standards of learning and, in turn, dealing with change.

"Investment In Excellence for the '90s" is helping millions of people deal more effectively with change by dealing more openly, honestly, and candidly with beliefs, attitudes, and habits. After all, when people think they make a difference, they really do.

Other concepts included in the course are building co-responsible teams, principles of decision making, problem solving, communication, empowerment, and self-esteem.

"Investment In Excellence for the '90s" is specifically tied to the Mission, Vision and Guiding Principles of the Forest Service, and is a

vital link to customer service and quality. It has been approved by our Leadership Team as one of the Foundation Skills in the Regional Training Plan, and is highly recommended by our Regional Forester. It also will assist employees in becoming proficient in Interpersonal Relations, one of the six competencies identified by the

National Taskforce on Supervisory and Management Competencies.

Check the electronic training and meeting schedule on DG for detailed information on dates and locations of upcoming courses. To schedule a special course on your forest, or for additional information, contact A.J. Skeen at the Regional Office.

A refresher course, "Reinvestment In Excellence for Alumni," will also be scheduled. This provides an excellent opportunity for graduates of the "Investment in Excellence" course to refresh and update their knowledge and skills. Dates and locations are also found in the electronic training and meeting schedule.

Transition tension can be relieved. Instead of Excedrin, help yourself to a fresh point of view. Invest in yourself. Take one of the best courses offered anywhere. Take an "Investment in Excellence" class this year!

by A.J. Skeen
Employee Development Specialist
Regional Office



A.J. Skeen and Shane Brown from the Regional Office are two of the facilitators for "Investment in Excellence for the '90s."

Tips for Using Visual Aids

If you're counting on slides or overheads to pepper your next presentation, consider these tips:

- Keep the information simple and easy to follow.
- Use two or three colors per visual.
- Focus on one key point per visual.
- Use bulleted items.
- Be sure that the audience will be able to easily grasp the point.
- If dealing with complex points, break them into simple points and use overlays to show relationships.
- Use bar charts to show comparisons and pie charts to show the relationship of parts to a whole.

RIIT to the Rescue!

Following Judge David Ezra's January 12, 1995 injunction of all timber sales, range activities, mining, and road building on six National Forests in Idaho, confusion and concern reigned among local residents and National Forest employees alike.

On January 19, a spirited exchange in the parking lot of the Salmon and Challis National Forests headquarters building in Salmon between Acting Forest Supervisor Chuck Wildes and a large group of concerned local citizens sparked a call to the Regional Office requesting that a Regional Incident Information Team (RIIT) be sent to work with the Incident Command (IC) Team already in place.

Requested on Friday, January 20, the three-person team slipped quietly out of Ogden on Saturday afternoon in a rented van, wearing civilian clothes. By Sunday, they were working with the IC Team in Salmon, and in short order had set up two "hot lines" for public inquiries. One team member went to Challis to work with Jim James on another "hot line."

Established several years ago to assist line officers with critical communication efforts during the

early stages of an incident, each RIIT consists of three highly skilled individuals. Assigned to the Salmon and Challis National Forests were Sue Preece, Susan Haywood, and Jim Stone, all of the Regional Office.

RIITs work closely with Incident Commanders and local Public Affairs Officers (PAO), in this case Joe Carvelho and Kent Fuellenbach. Team members can plan and carry out all information activities for routine and complex multi-division incidents, including wildfires, earthquakes, and floods. They provide organized expertise to any Forest facing a major incident, and can be requested by a Forest Supervisor or IC through the official dispatch system.

One of this team's first actions was to write up a "timeline" detailing the historical background of the injunction and post it on bulletin boards all over Salmon and Challis, so residents could see what had happened and why. They also chased rumors, contacted local newspapers, and arranged for radio interviews with Forest officials. Sue Preece, assigned to Challis, walked around a lot, doing "community sensing"—just listening to what people were saying. She described her function as part information conduit, part opportunity to "vent."

"Most residents were not upset with the Forest Service," she says, "They were upset with the National Marine Fisheries Service (NMFS) and had no one to talk to. We did a lot of good just by listening, and saying, 'yes, we agree we haven't really worked together as a team, and we'll do better in the future.' People wanted to be heard and treated as real persons. Mostly I just listened—at lunch, at dinner, at the bowling alley. Although Challis was very leery of strangers, once they found out who I was, they felt better."

In Challis, word-of-mouth turned out to be more important

than the phone line. The "hot line" received only a few calls during the ten days the RIIT was in the area, but the fact that two local residents were called in to help answer the phones ensured that many members of the public were kept informed via the "grapevine."

One concern of Challis residents was a rumor that the Forest Service offices in Challis would be closed. They were quite upset about this, and Sue was able to assure them that the rumor wasn't true. Given a willing ear, they also poured out their thoughts on NMFS, wolf reintroduction, and other issues of local and regional interest.

Although the Salmon assignees didn't walk the streets as much, they made sure that the "hot line" numbers were widely publicized, and spread the word that the Forest Service was doing everything it could, but that as a Federal agency it had to obey the law.

Susan Haywood remembered one of her more challenging telephone inquiries. "A woman wanted to know 'where the judge got off doing something like that?' I was able to look up the codes for her and quote her chapter and verse of the laws, which is what she wanted to know."

Susan has been on the RIIT for about four years, but this was her first non-fire assignment as a team member. An average day consisted of updating releases, taking them around town, talking to businesspeople, and listening in restaurants. Another interesting experience was attendance at the giant rally at the Lemhi County Fairgrounds, where the famous photo of several hundred local residents was taken.

Press releases left around town for people to take and read disappeared quickly, helping to spread the latest news about the injunction and keep rumors to a minimum.

"It was just a different experience than we were used to as a

team," Susan said. "With fires you have an ongoing situation; with this you just had to wait until something happened."

While waiting, the team had an opportunity to sample the varied and exciting cuisine of Salmon and Challis. Susan admits to favoring the Shady Nook, while Sue Preece spoke highly of the salad bar at the Challis bowling alley. Jim enjoyed the friendly atmosphere of the Union Avenue Depot. "The owner really made us feel at home," Jim remembers fondly.

Jim Stone himself is no stranger to Salmon—from 1981 to 1987, he was the public affairs officer on the Salmon NF. Since joining the team, he has been on standby for floods in Utah and the bombing of the Carson City Forest Service office, and was assigned to work with the State of Utah following a dual fatality on the 1990 Wasatch Mountains Fire. Jim's name may also be familiar to some as the editor of the Region's publication "Inside Track."

Although the team was warned that the situation was "kind of tense" in Lemhi and Custer Counties, which made them cautious at first, they soon felt more secure. The team agreed that although this issue was very important to local people, and many were upset, the atmosphere was not threatening.

The team remained until January 31. Although they weren't as busy as they had thought they would be, they feel that a firm groundwork now exists in case of other natural or human-caused emergencies.

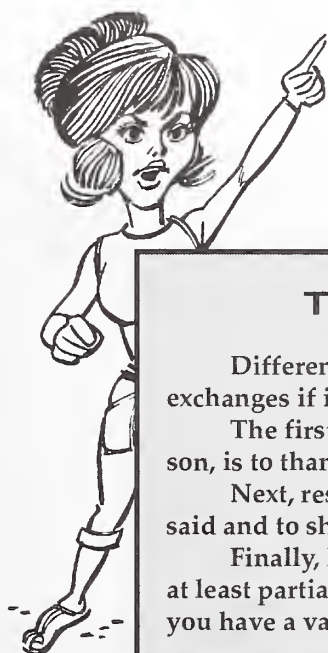
The Team left Salmon and Challis only to regroup with members of the IC Team in Boise at the State Disaster Services Office. The State officials were unfamiliar with the IC system and wanted to learn how it worked. The RIIT was able to show the State agency the Forest Service plan, and how it was generic enough to fit almost any situation.

Other Regional personnel available for dispatch with the RIIT

are: Jocelyn Biro of the Toiyabe NF, Loyal Clark and Lola Murray of the Uinta, Nancy Wright of the Inter-mountain Station, Meghan Dugan of the Regional Office (Payette NF), and John Knorr and Jeanne Felmy of the Regional Office. Carl Gidlund, currently with the Upper Columbia River Basin Team, is a team leader trainee.

The team's function is primarily short-term: to make sure information and communications activities are established and functioning properly. That done, the teams don't linger, but move on quickly to be available for other incidents. The team can be contacted by calling Jim Stone at (801) 625-5517.

by Louise Brannon
Writer/Editor
Salmon and Challis National Forests



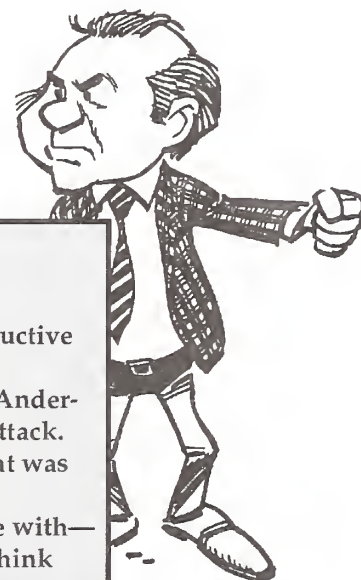
THE DYNAMICS OF DISAGREEMENT

Differences of opinion can be sources of friction that escalate to destructive exchanges if ignored, dismissed, or treated with disrespect.

The first step toward defusing a touchy situation, says trainer Karen Anderson, is to thank the person for his or her comment, even if it was a verbal attack.

Next, restate the comment to make sure you properly understood what was said and to show that you are taking the disagreement seriously.

Finally, look for something in the other's argument that you can agree with—at least partially. For example, "I agree it's an unfortunate situation" or "I think you have a valid point."



The Southeastern Utah Americorps Team Has Accomplished Much in a Short Time

Americorps is the new national service initiative signed into law by President Clinton. Through Americorps, people of all ages and backgrounds address the nation's education, public safety, human, and environmental needs through service to local communities.

In southeastern Utah, the rural development component of Americorps is a six-person team that helps rural communities identify needs and resources available for economic, human, and environmental well-being. This program is a joint effort with the Forest Service and Natural Resources Conservation Service that is directed by Castleland RC&D.

The Americorps team identified six areas of need in southeastern Utah:

- Information and education (especially preparing media releases to help tell the public about economic benefits of natural resource-based industries in the area).
- Value-added industry analysis.
- Data collection/compilation (socio-economic and demographic).
- Business creation, expansion, and retention.
- Community leadership and capacity building (generally focused on human resources).

Since last November, the southeastern Utah Americorps team has made many accomplishments. The team wrote a \$4,000 grant to establish an emergency food bank, raised \$20,000 for the food bank, and

volunteered for the Adopt-A-Native-Elder Program to collect food.

One team member conducted a public tree inventory in Moab and entered this information into a computer data base for future reference for the city. This member also wrote two grants—a \$35,000 Environmental Protection Agency grant proposal to protect the resources and maintain water quality of a nearby lake, and a Small Business Administration grant for \$5,000 to establish a tree planting program in another community.

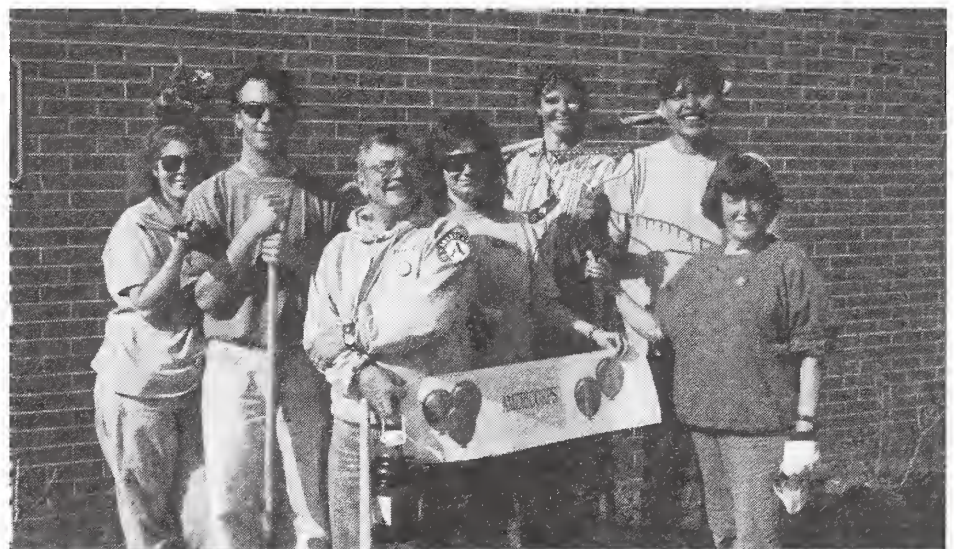
Another member is conducting an inventory of 22 sites for inclusion in the Trail of the Ancients. Each site is being surveyed for geologic, historic, scenic, aesthetic, and cultural quality for potential recreational use.

Another team member was assigned to compile a comprehensive set of demographic, economic,

and social data for inclusion into southeastern Utah's Overall Economic Development Plan. The team has also been instrumental in arranging and participating in several community beautification projects.

These are just a few of the accomplishments made so far by the southeastern Utah Americorps team. In reviewing comments from team members concerning their participation in the Americorps program, there is no doubt about their commitment and enthusiasm for their work. The leaders of involved communities have also expressed high regards for this motivated and dedicated team.

by Eldon Miller
Americorps Team Member
Information and Education



Americorps was established by President Clinton to serve local communities in the areas of education, public safety, human, and environmental needs. The southeastern Utah Americorps team (from left to right): Nancy Steele, Sam Sellers, Eldon Miller, Andrea Dyar, Freoha Eastman, Henry Silentman, and Anna Prawl.

The Toilet Trauma Has Ended!



The Forest Service has historically gotten more complaints about its stinking outhouses in recreation areas than any other problem.

Finally, after years of plugging noses and trying not to breathe while in an outhouse, relief is on the way! The agency is installing Sweet Smelling Toilets (SST's) where any new toilet is needed, and revamping existing toilets to vent them similar to SST's.

Now, you may ask what the big deal is over a new type of toilet, but in the field of outhouse science, this is a major breakthrough. The SST's really do not smell! You cannot only breathe, but actually light a match inside one without fear.

The secret to the SST's is in the venting system. The old-fashioned outhouses vented through the top or sides of the building, sucking the odors up from the storage vault past any poor soul occupying the privy. The Forest Service's answer to this was to use excessively sweet smelling cleaning supplies and heavy duty room deodorizers. The combination of these strong smells often left occupants disorientated and more likely to run to a large friendly bush the next time nature called.

The SST has a big black stack that originates underground near the top of the vault and goes up the outside of the outhouse. The black stack heats up in the sunlight causing the air inside to heat up. The warm air rises, creating a vacuum which draws the air out of the vault.

Air drawn into the outhouse goes down the commode into the vault and up the stack. The result is the sweet smell of successful engineering!

Now that the nasal nightmare outhouse is on its way out, we can all enjoy the fresh air and great outdoors that much more. Then again, maybe there is something we can do about the view in there...

submitted by Cheri Howell
Public Affairs Specialist
Humboldt-Toiyabe National Forest

A Drive Through the Past and the Present on the Ponderosa Pine Scenic Byway

"Today, we're taking you on a 130-mile journey into the Rocky Mountains. We'll encounter tales of miners and murderers, learn about mountain lions and mountain folks, and see firsthand the majestic Idaho forests and rivers that have thrilled forest visitors from around the world. So, if you haven't already, start your engine, buckle up, and let's go."

This is the beginning of what some of have called "the best known expenditure of public funds." This marvel has received rave reviews from local folks and visitors alike. It's a tape tour of the Ponderosa Pine Scenic Byway, or Highway 21, offered by the Boise NF and the Sawtooth National Recreation Area. The tour was developed through a partnership with Boise State University in 1992 and has been a very successful education tool for visitors and managers.

Visitors are given a comment card when they check out the tape. Of the 400 comment cards sent back to the Boise NF, most people praise the tape and the efforts of those who produced it. The tour has received comments such as: "Thanks so much for the use of this tape. It made our sightseeing trip on Highway 21 so

much more meaningful and informative," said a couple from Massachusetts. A couple from Boise commented that "the tape was great, very easy to use and understand. It was convenient to pick up and return."

Visitors learn about the Lowman fire of 1989 as well as interesting stories of historic Idaho City and the famous Idaho Batholith. They see and hear the effects of forest practices and management, as well as the story of the dam project that brought Harry Morrison and Morris Knudsen together to form Morrison Knudsen, an economically important Idaho-based engineering company. Visitors also see the majestic Sawtooth Mountains, one of the Rockies' youngest mountain ranges, and learn about some of the geological events that took place to form the range.

If traveling from Boise to Stanley, the tapes, and cassette players, if needed, are offered free of charge at any of the Boise NF offices. If traveling from Stanley to Boise, the tapes and cassette players are offered at the Sawtooth National Recreation Area headquarters and the Stanley RD.

Visitors have commented that they would like to see other areas provide similar tape tours. They enjoy their drive through the past and the present while learning of local and historical happenings. If you'd like to know more about the tape tour or how it was created, please contact Vicki Lawson at (208) 364-4156.

by Marna Daley
Boise National Forest

The Long Pin Conservation Tour Continues Its Tradition of Excellence in Environmental Education

For many years, the New Meadows RD on the Payette NF has sponsored the Long Pin Conservation Tour for area sixth grade students. The program started in 1970 by then New Meadows District Ranger Joe Frazier and Resource Assistant John Madden. The Tour has successfully continued each year since. The District has kept the Tour updated by discussing current resource concerns, such as endangered chinook salmon.

A key to the success of the Tour has been partnership teaching efforts. The students interact with "teachers" from the Forest Service, Bureau of Land Management, Idaho Department of Fish and Game, Idaho Department of Lands, Southern Idaho Timber Protective Association, Natural Resources Conservation Service and Boise Cascade Corporation.

Resource topic stations are set up and the students are separated into class-size groups and then rotated during the daylong Tour. Resource learning stations have interactive and attention-capturing displays. For example, the students look at tree slabs and learn how to

Forest

determine the ages of trees and factors that affect growth rate such as fire, insects, and disease.

They learn about the ecological balance of the land and how we are all interconnected in the "web of life." The students discover an appreciation for fish and wildlife resources and soil and water conservation. They also learn no-trace camping methods and how to properly recycle.

The penned livestock (ewe with lambs) are a big hit at the rangeland management station where the students learn about a multitude of products and uses produced from rangelands. After a day of learning, the students are treated to a demonstration jump by several McCall Smokejumpers.

With partnership cooperation and interested youth, the Long Pin Conservation Tour will continue to be an effective environmental education learning day for many more years.

by Al Becker
Natural Resource
Project Coordinator
Payette National Forest



Ray Cooper, from the Southern Idaho Timber Protective Association, talks to students about firefighting and fire prevention methods.

Holly Becker from the Payette NF explained all the products we can get from rangelands.



Boise Cascade Corporation's Tony Nash gave students lessons in timber management. The students learned how to bore trees, count tree rings, and how to tell if a tree was attacked by insects or fire.



Several McCall smokejumpers wow the crowd with a demonstration jump.

Unique Boat Ramp Opened on the South Fork of the Snake River



Don Wright, Regional Manager for Idaho Fish & Game; Martha Hahn, Idaho Director BLM; Jack Blackwell, Deputy Regional Forester; Jill Murphy, Idaho Department of Parks and Recreation; and Cliff Long, Chairman of Bonneville County Commissioners, participate in the ribbon cutting ceremony for the new boat ramp on the South Fork Snake River. The ramp was built through partnerships with the Targhee NF, Idaho Fish and Game, BLM, Idaho Department of Parks and Recreation, and Bonneville County.

How do you build a boat ramp under water? Dean Davies, Engineering Technician, Palisades RD, said "That's easy, build it out of the water and push it in." OK, how do you push a 30-ton slab of concrete into the river? "Easy," said Dean, "build it on a bed of sand and plastic when the water is low, get a D-8 Cat and hold your breath." Hey, whatever works!

The cooperative project, which includes physically impaired access, expanded paved parking, picnic areas, visitor center, restrooms, boat docks, and the ramp became a reality thanks to Dean and others. The project is part of the South Fork Snake River Plan (Al Gore gave us the "Hammer Award" for that one). The Targhee NF and BLM took the lead in writing the Environmental Assessment, and designing and constructing the ramp.

The project received criticism by some, but since the completion, everyone is smiling! The design for the ramp was experimental, but is now being looked at and used regionally and nationally. Total cost for the project was \$480,000—the Idaho Department of Parks and Recreation contributed \$81,000, Idaho Fish and Game pitched in \$50,000, Bonneville County added another \$50,000, and the BLM contributed \$30,000 plus the complete project is on Bureau land.

Jack Blackwell, Deputy Regional Forester, joined Don Wright, Regional Manager for Idaho Fish and Game; Martha Hahn, Idaho Director BLM; Jill Murphy, Idaho Department of Parks and Recreation; and Cliff Long, Chairman Bonneville County Commissioners in a ribbon cutting ceremony. Over forty people, including television, radio, and newspaper reporters, attended the ceremony.

by Dee Sessions
Public Affairs Officer
Targhee National Forest

Partnerships With Ethnic Minority Groups Address Social Aspects of Outdoor Recreation and Help Address Rural Revitalization

Social aspects of outdoor recreation are being addressed by resource managers to serve a changing society— an urbanized audience with new preferences, behaviors, and perceptions of the outdoors. The closure of sawmills and mines has prompted rural communities to address economic diversification. Ethnic heritage tourism can add value for rural revitalization in a multicultural society.

Ethnic heritage tourism is a small niche within a mature international travel industry. Heritage enthusiasts frequently travel in organized groups, stay longer than general visitors, and spend more dollars in local communities. The benefits extend beyond economic development to interpret history from a variety of cultural perspectives.

The partnership between the Forest Service and Wing Luke Asian Museum deals with Asian American heritage. The theme is relevant to an audience seeking to learn about their cultural past.

“What the son wishes to forget, the grandson wishes to remember.”

These words by historian M.L. Hansen exemplify the enthusiasm of third and fourth generation Asian Americans who are the vanguard of a heritage movement. The partnership approach provides an excellent program delivery vehicle to market public lands to ethnic minority populations that currently do not fully participate in public land programs.

It has evolved from a continuing education project to become a highly effective outdoor recreation partnership. Jointly sponsored heritage conferences provided initial exposure and marketing of National Forest System lands and programs. These conferences provided a forum for members of the Asian community to become acquainted with land conservation activities, recreation opportunities, and heritage resources on public lands. The field tours showcase significant heritage

sites and recreational opportunities of rural America.

There are tremendous opportunities to expand on the ethnic heritage theme. However, there's a need for improvement to provide customers with a quality experience. Cross-cultural collaboration can enhance interpretive stories when told through other cultural perspectives. Involving ethnic minorities during initial planning can eliminate the sensationalized, counterfeit products that currently exist throughout the West. Consideration of cultural elements in design and presentation can make heritage features attractive and inviting.

Solving today's rural revitalization issues involves social change— changing the way services have traditionally been provided. Working in partnership with ethnic minority groups can provide tourism benefits for a multicultural society.

by Dale L. Hom
Operations Staff Officer
Sawtooth National Forest

*In the end, the only people who fail
are those who do not try.*

Reaching Out to Native American Youth

This past June, the Payette NF, along with the Nez Perce Tribe and the Clearwater, Idaho Panhandle, and Nez Perce NFs, co-sponsored the eighth annual North Idaho Inter-Tribal Youth Camp. Nearly 100 youths, ages ten to 18, from the Nez Perce and Kalispell Reservations gathered for a week of learning and fun at Dworshak State Park Group Campground near Orofino, Idaho.

The Payette NF participated in a similar program, the Montana Inter-Tribal Youth Practicum (ITYP), also held in June at a field camp near Missoula. The Montana ITYP was co-hosted by the Intermountain Station and Region 1 in cooperation with the Salish Kootenai College and Flathead Indian Reservation. Tribes represented were from the Flathead (Confederated Salish & Kootenai), Rockyboy (Chippewa Cree), Fort Peck (Assiniboine), and Crow Reservations.

An exercise called Mystic Mountain was used at both camps—

it was developed by the Forest Service 17 years ago especially for Native American youth camps. The purpose is to help Indian youths understand how tribal governments collaborate with local agencies for the ecosystem management of human and natural resources. By participating in case scenarios about a mythical tribe, the students learned how to work together to make decisions, resolve conflict, engage in teamwork, describe values, and enhance writing and speaking skills.

By the week's end, each "mock" tribal subcommittee presented a resolution to the "General Council" that could sustain the future of the reservation. The youths came up with a wide range of ideas such as gold mining, rangeland management, timber sales, a buffalo theme park, gaming casinos, tribal Disneyland, health and recreation center, bottled water company, and \$10,000 special use permits to hunt big horn sheep.

A popular activity among youths and consultants at both camps was the field station day. Professionals from the Bureau of Land Management, the Tribal resources, Nez Perce National Historical Park, and Forest Service were sponsors. Students learned about range and wildlife, watershed and fisheries, minerals and geology, forestry, land survey, archaeology, GIS, history, and fire suppression. Other activities during the week included recreational swimming and competitive sports, cultural arts and crafts, pitching teepees, building and using a sweat lodge, college and university presentations, federal government employment opportunities, and social activities.

These youths are the future leaders of our Nation. They will be charged with the responsibility of managing the human and natural resources within the ceded territory, reservations, and public lands. With our support and through programs like these youth camps, they will be ready to meet the challenge.

by Vonda Kirk
American Indian Program Manager
Payette National Forest



For the Mystic Mountain exercise, this mock tribal government subcommittee states their resolution to the general assembly.

CRAT



These students are using BLM equipment to learn how to survey land.



Drumming and singing was a popular evening activity at the Montana ITYP. Here, youths and counselors are learning a Cree dance song.



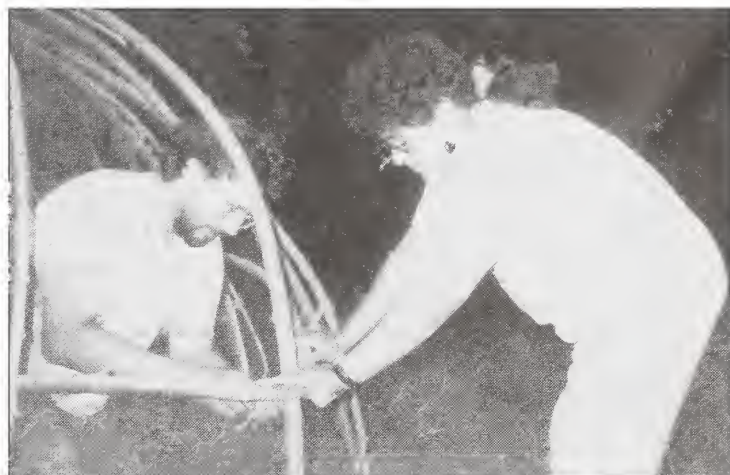
Frank Bacon, a Chippewa Cree counselor, and several Nez Perce boys show off their teepee. The boys enjoyed helping pitch the teepee and sleeping in it each night.



Cheryl Eneas, a wildlife biologist from the Nez Perce Tribe shows students how to track game using a radio transmitter.



Vonda Kirk from the Payette NF shows native crafts, including hand drums, drumming sticks, and dream catchers.



Tom Sandberg of the Idaho Panhandle NF and Barbara Kempf from the Nez Perce Tribe put the final ties on willow poles for the women's sweathouse. When the job was finished, a traditional sweat was enjoyed.

The Ashley National Forest Celebrates our American Quilt

"Crazy quilt, and its lack of order, its randomness, its shrouded personal meaning . . . Colors, phenomena of light and dark pieces of all sizes and shapes . . . Numerous textures and colors . . . Random piecing together . . . Bind them together carefully . . ."

"How to Make An American Quilt" by Whitney Otto reflects this year's Interagency Multicultural Day theme, "Valuing Diversity."

Sponsored by Ashley NF, Bureau of Land Management, Dinosaur National Monument, Dinosaur Nature Association, Natural Resource Conservation Service, and the U.S. Fish and Wildlife Service, Multicultural Day was organized in response to workforce changes federal agencies are facing with reinvention.

The May 9 workshop in Vernal drew 150 government employees who heard Jetie B. Wilds, Jr., Deputy Director of USDA Office of Civil Rights Enforcement announce he

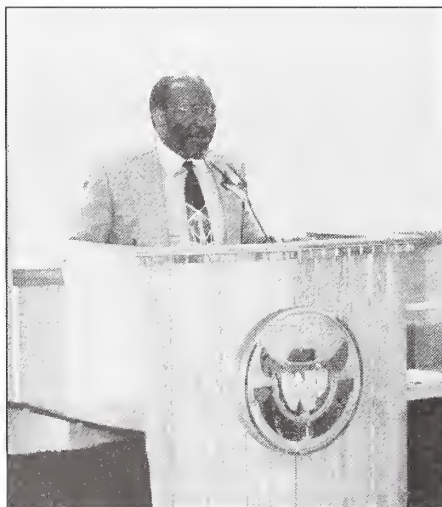
was "one proud bureaucrat." Wilds addressed the issue of "The Changing Face of Government" and went on to explain that "the air we breathe, the water we drink, the land we have is taken care of because of at least one bureaucrat." Wilds said that government employees must recognize the "important role we play in the world. No other nation in the world can deliver services like we can. Because of this, we remain a free nation."

The National Performance Review recommends reducing 252,900 federal jobs. To meet this workforce reduction, employees have been "reorganized, realigned, and reinvented." In his own town of Washington, DC, 50 percent of Forest Service and Natural Resource Conservation staffs will be eliminated through buyouts. "It's risky to leave Washington," Wilds said. "Last time I left, I returned to a new office and a new title."

In a changing workforce, examining differences is a valuable tool. Roger Christensen, Utah State University sociology professor, accounts for differences in people with the "left brain/right brain dominance" theory, "A" personality versus "B" personality, chemical intake of testosterone by babies during the fetal stage, and the random 64 trillion genetic combinations that produce an individual.



Utah State University sociology professor Roger Christensen urges us to acknowledge differences in others and appreciate them.



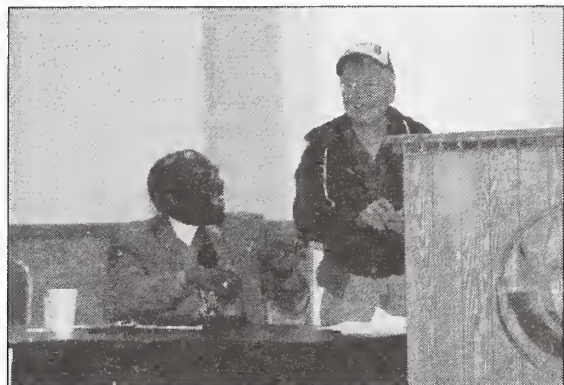
Jetie B. Wilds, Jr., Deputy Director of the USDA Office of Civil Rights Enforcement, was a motivating speaker at Multicultural Day. Wilds is "a proud bureaucrat" who credits his mentors with celebrating his diversity.

The point is to acknowledge differences, appreciate them, and become bilateral and androgynous to live life to the fullest.

"We're trying to teach kids to use both sides of their brain to be a whole person," Christensen said. He counsels people to "communicate with each other to resolve differences. You cannot unsay anything, so before you speak, think. People will never forget how you make them feel and, remember, kindness pays back."

Faye Jensen, Human Resource Specialist, made an uproarious entrance following Christensen.

Dressed in a baseball cap, disheveled shirt, dirty work boots, and wearing a wide toothless grin, she introduced herself to the audience with a warm "howdy."



Jetie B. Wilds, Jr., laughs at Faye Jensen's antics. The crowd's negative reaction to Jensen's looks provided her point that stereotypes are the result of faulty knowledge.

At the podium, Jensen asked the audience for their impression of her metamorphosis. Reactions were similar: "stupid, red-necked, uneducated..." Then she turned the tables and said, "Guess what?! I was thinking things about you! I saw bald people, pager wearers, fat people, nerds, married, homosexuals, heterosexuals, Baptists, Catholics, rich, poor, Blacks, Jewish, red-necks, tree-huggers, childless couples, and even some white males. Oh no, not white males! If I haven't succeeded in offending all of you, I apologize and I'm sorry." The purpose of this exercise was clear—stereotypes are results of faulty knowledge.

"The desire to change and accept others as they are is key to understanding diversity," Jensen said. The first step is to recognize that everyone is prejudiced. Gather information by asking and continue to learn and appreciate differences.

Jensen then related a personal experience teaching English as a Second Language in Salt Lake City. Her class was composed of over 50

percent Asian/Pacific Islanders, none of whom knew what "minority" meant. Before teaching the class, Jensen had a preconceived concept about people from Korea; her brother served in the Korean War evoking negative comments about Koreans from her mother.

When she met a Korean woman in the class, she knew she had to do something to get rid of stereotypes, so she deliberately set out to learn as much as she could about her Korean student. The result? She gained a friend. Jensen discovered that "I have to accept people for what they are before they can accept me."

"Stereotyping is perpetuated by the natural tendency to gravitate towards people like ourselves," explains Jensen. "I thought this would be easy and fun, but I've found more damn prejudices," she admits about herself.

Wilds, in wrapping up the Speakers Forum, built on points made by Jensen and Christensen saying, "There's only one truth that we must deal with—that we must reach inside. I can't stitch it for you, I can't walk in your shoes, but I can say to you that it starts from within."

To understand Wilds' perspective, he remembered his grandmother who went no further than the eighth grade. Yet she made him memorize state capitals and American presidents with the few books she kept, urged him to be twice or three times as good as he was, and taught him to understand who he was. She knew that to make it in this world, he had to be two or three times better.

What must be discussed is data subsequent to affirmative action such as the federal report on the "Glass Ceiling" completed in 1991 by Senator Bob Dole. The report vali-

dates that 97 percent of senior managers are white and, within that group, 95 to 97 percent are males. During FY 1994, 91,183 discrimination complaints were filed with Wilds' USDA Office of Civil Rights Enforcement. Of those complaints, only 1.5 percent allege they were discriminated because they were white males. Wilds acknowledges affirmative action abuse and charged the audience to report abuse of the system.

"The good old days were not always good," Wilds continued. "Once the Forest Service hung a sign that read 'No rural African American, American Indian, Asian/Pacific Islander, Hispanic, handicapped, or women need apply.' This was an America that was unaware who we were at that time. America was caught up in majority rule, and thought only of accommodating the majority. We cannot make up for what has been done to a large segment of our population, but we can view these old videos and try not to have a live rerun."

"We are at a crossroad in America about what kind of America we want it to be. Do we want to move ahead with the real world or do we just want to watch videos of our past? We can choose either one, but one will not survive," challenged Wilds.

Proud of how he got to be a senior executive, Wilds credits his mentors, all white males, "who celebrated my diversity. Didn't try to change me, but pushed me forward." Marking social change, Wilds recalled a conversation Martin Luther King, Jr. had with an old minister out of slavery who said, "Oh Lord, I ain't what I ought to be. I ain't what I'm going to be. Thank God, I ain't what I used to be."

by Pam Chong
Ashley National Forest

“ Oh Lord, I ain't what I ought to be. I ain't what I'm going to be. Thank God, I ain't what I used to be. ”

Showcase on Service

June 15, 1995

Mr. Randy Welsh
Ogden RD
Wasatch-Cache NF

Dear Mr. Welsh:

This letter is to inform you of my appreciation regarding one of your officers, Barbara Borgan.

On June 2, my young son and I were involved in an accident in Huntsville. I believe Barbara was on her way home from work at the time... and witnessed the accident. She immediately pulled over to check on us, and tried to radio for help.

It started to rain, and I mentioned to Barbara that my wife and three-year-old daughter were waiting in Perception Park Campground with no vehicle or shelter. Barbara drove to the park and located my wife and daughter. She also loaded what belongings we had in the campsite into her truck, drove them back to the scene of the accident and gave her statement to the sheriff. Even though it was still raining when she finished with the sheriff, she helped unload and reload belongings into my truck.

I felt it necessary that she be commended for her services above and beyond the call of duty that day. My family and I are grateful to have met her.

Sincerely,

/s/ William H. Woods, Jr.

July 13, 1995

Mr. John Hendrix
Pleasant Grove RD
Uinta NF

Dear John:

About a month ago, I read about you in the Deseret News, and I wanted to add my congratulations for your receiving the Forest Service Chief's Volunteers Program National Award for 1995. I was along on an Eagle Scout project on the Great Western Trail, so I have seen you in action. You have achieved an enviable track record in volunteerism, and the good work you have done will echo for years to come, both in the forests and in the lives of the young people affected.

Congratulations to you for thirty years of combining two of the greatest jobs around—education and conservation. And now with your full-time work with the Forest Service, the beat goes on!

Keep up the good work.

Sincerely

/s/ Kenneth W. Baldridge

August 11, 1995

Mr. Larry Tripp
Mountain Home RD

Dear Larry:

It has been our great pleasure to make the acquaintance of one of your professionals who went beyond the extra mile of help.

Yesterday, we went to the District office in need of a map of the Targhee NF, north and east of Heise Campground. The maps on hand did not show this area, so Karrie called the Targhee Ranger District, had a map faxed to her, then faxed the map to us. This was the correct map, so we called Karrie again... she is having a travel map sent in from the Targhee Ranger District to your District office for us to pick up.

Like we said, this is beyond the extra mile. Please accept our appreciation, and give this gal a big pat on the back. Professionals like her are getting hard to find. Truly an outstanding individual.

/s/ Ron Jones

/s/ Stan Lazarowski

Showcase on Service

Mr. Rogers Thomas
North Fork RD
Salmon and Challis NFs

Dear Mr. Thomas:

The members of the Idaho Whitewater Association and I would like to thank you and your staff for the opportunity to participate in the recent knapweed pulling trip on the Salmon River. It was great to get a chance to help restore some of the beaches that had been lost to this nasty weed. When compared to some of the hillsides covered with knapweed, we could see that the efforts of the Forest Service have really made a difference.

We would especially like to commend the gracious hospitality of Rabbit and Linda Hagedorn. I know it takes an enormous amount of work to plan, prepare, and carry out this kind of trip—not to mention the patience it takes to work with a volunteer crew. Rabbit and Linda handle it all with great skill and style.

We hope that IWA members can be involved in future volunteer projects.

Sincerely,

/s/ Sandy Thomas
President, Idaho Whitewater Association

Mr. Dave Rittenhouse
Boise NF

Dear Mr. Rittenhouse:

I am writing in appreciation of the help in which B.J. Wren (Cascade RD) and special agent Russell Newcomb were to my family and me when we were recently on a trip to Reno and had car trouble in the middle of the desert.

We were traveling on July 16 when our mini-van broke down 23 miles from McDermott, Nevada, on the Blue Mountain Pass. This happened late in the afternoon, and B.J. and Russell were kind enough to stop and see if they could help. They were extremely helpful and gave my mother and me a lift into McDermott to call for a tow truck and mechanic.

Your employees were extremely professional, concerned, and assuring. Please convey our thanks, as we were able to get our vehicle repaired and complete our vacation on a good note. They turned a negative situation into a positive one for themselves and the Forest Service by taking the extra step to help someone else. In the times we live in, it is heartwarming that we have government employees that are not only professional, but go out of their way for others.

Sincerely,

/s/ Vickie Kassner & Family

Larry Pearce Earned Forest Service Regional Award

Larry Alan (Mooch) Pearce posthumously received the Bob Day Memorial Award presented by the Intermountain Region. Pearce, who passed away June 7, 1994, was employed by the Salmon RD, Salmon and Challis NFs. The award was presented by Forest Supervisor George Matejko August 2 at the Forest Headquarters building in Salmon where nearly 80 of Mooch's friends gathered.

The Bob Day Memorial Award is presented annually to an individual in Region 4 who has exhibited courage and integrity in the face of major personal challenges. A plaque, representing the award, was presented to Mooch's wife, Noleen.

In a letter nominating Mooch for the award, former Forest Super-

visor Chuck Wildes noted Mooch's dedication and working attitude. Mooch began his Forest Service career in 1980 on the thinning crew. He worked on many other District projects, but thinning and firefighting were his passions. He became the thinning crew boss in 1987, and continued in that position into 1993.

Mooch was diagnosed with cancer (non-Hodgkins lymphoma) on February 17, 1990 - his one year wedding anniversary. He received intensive chemotherapy and radiation treatment for four months and was able to return to his seasonal position with the Forest Service in June, working through the 1991 and 1992 summer seasons.

Mooch continued working hard early in the summer of 1993, but the chemotherapy treatments every three weeks were beginning to take their toll. Mooch could easily have justified using more sick leave, but instead chose to continue working with his doctor's approval.

However, it soon became evident that running a chainsaw was proving too difficult for him. Mooch was never one to complain, he just wanted to continue working and contribute any way he could.

When thinning and firefighting became too difficult, Mooch happily accepted a position as the Youth Conservation Corps (YCC) crew leader. He turned out to be one of the best YCC supervisors the Salmon RD ever had, and he received a cash award for his performance.

Mooch always readily accepted any job assignment and saw to it that the job got done. He was very well respected by his crew members and peers for his fairness, leadership, and work ethic. After 14 seasons with the Salmon RD, Mooch passed away, leaving a big hole in the District organization.

by Kent Fuellenbach
Public Affairs Officer
Salmon and Challis National Forests

Forest Service Director Honored by Natural Resources Conservation Service

A Forest Service employee won the title "Conservation Partner of the Year" from the Natural Resources Conservation Service (NRCS) in Utah.

Work to build a partnership between two Department Agencies earned this year's award for Laura Ferguson, director of State and Private Forestry (S&PF) for the Forest Service's Intermountain

Region. S&PF handles coordination with state foresters and private landowners, and a number of rural development programs.

Ferguson was cited for improving Forest Service involvement in NRCS' Resource Conservation and Development (RC&D) program in Utah. Through her efforts, a Forest Service employee became RC&D coordinator for the Wasatch Front (including Salt Lake City and Ogden).

Forest Service-RC&D interaction also increased statewide, NRCS employees attended Forest Service workshops on rural development, and both agencies improved program delivery through expanded networks, said Utah State Conservationist Phillip J. Nelson.

"You have worked hard at

breaking down bureaucratic barriers...with your 'just do it' attitude," Nelson wrote in a letter to Ferguson.

"The Forest Service has done more in establishing this RC&D than anything else in the last 35 years," noted Harris Adams, a Soil Conservation District member and an RC&D board member.

The award was presented June 23. It is given annually to an individual who has been most instrumental in helping NRCS carry out its mission.

by Cindy Chojnacky
Regional Public Affairs Office

Winners' Circle

The Payette NF Proudly Accepts National Award for Work on Salvage Sale



Members of the Steen Creek Salvage Sale team, Floyd Gordon, Forest Wildlife Biologist; Jackie Call, Acting Payette Forest Supervisor; Dave Hessel, Director of Timber Management/WO; Pete Johnston, Council District Ranger; Tracy Beck, Project Team Leader; Shane Jeffries, West Zone Wildlife Biologist; and Mike Crawley, Council RD Timber Sale Officer. The team won the Salvage Sale Showcase Award for their work on the Steen Creek Salvage Sale.

The Payette NF recently won the Salvage Sale Showcase Award, which is presented annually by the Forest Service Timber Management Office-WO to forest projects that demonstrate:

- sound and timely management of human and natural resources;
- efficient preparation and completion of NEPA documents; and
- innovative approaches.

Pete Johnston, Council District Ranger, was honored to accept the award on behalf of the Steen Creek Salvage Sale team from Dave Hessel, Director of Timber Management-WO.

by Susan Reinhard
Public Affairs Officer
Payette National Forest

Don't find fault, find a remedy.

—Henry Ford

Personnel

Boise NF

Group

LANCE CORBONE, GENEVIEVE MASON, KRISTY FELTY, TOM BONNEL, DIANNE LEAMING, SCOTT HARPER, TIM MASON, CLINT VAN ZILE, THOMAS MASON, all Forestry Technicians, and GREG LIND, Botanist, Lowman RD - In recognition of outstanding contribution to implement the Boise River Wildfire Burn Area Emergency Rehabilitation (BAER) project for the Boise NF.

JESSE GREEN, Supervisory Civil Engineer, Mt. Home RD; ANN HELTSLEY, Forestry Technician, Lowman RD; CHRIS DAVIS, Resource Clerk, Cascade RD; ROY WILSON, Supervisory Forester, Lowman RD; KOLE BERRIOCHOA, Supervisory Forestry Technician, Emmett RD; DAN DOLATA, Safety & Health Specialist, SO; DIANE MCCONNAGHEY, Computer Specialist Trainee, SO; TOM ALLEN, Engineering Equipment Operator, SO; CATHY ANDERSEN, Safety and Health Manager, SO - In recognition of outstanding contribution in support of the Safety and Health Program by taking the initiative to identify problems and recommend solutions in the areas of Safety, Health and Hazardous Chemical Management.

Spot

DEBRA BOWEN, Personnel Clerk, SO - For your continued positive attitude and willingness to take on additional projects.
BETTY CHARLTON, SCSEP, SO - For your support to the front desk whenever coverage is needed. You are appreciated.
KAY COFFMAN, Personnel Assistant, SO - For your extra effort and thoroughness in APMC/OWCP during and after the fires of 1994.
SUE VOSBURG, Personnel Clerk, SO - For your outstanding customer service to the public and internal help during the 1995 temporary hiring season.
GRETCHEN WARD, Recreation Planner, SO - For significant contributions in support of the Forest Service's and Natural Resource Conservation Service's agreement providing NRCS and FS' cultural resource assistance.

Special Act

CLARK WALLIS, Supervisory Personnel Assistant, SO - For your outstanding contribution in managing the temporary employment program and your willingness to take on additional projects.
BETTY STAGER, SCSEP, SO - For your outstanding office coverage, customer service to the public, and internal help during the 1995 temporary hiring season.
DIANE GERBER, Civilian Pay Technician, SO - For your extra effort and willingness to take on additional duties during the absence of co-workers, the 1995 temporary hiring season, and retirement buy-outs.

Quality Step Increase

BARBARA SIVEY, Personnel Management Specialist, SO.

Time Off Award

JASON THROGARD, Personnel Management Specialist, SO - For your excellent contributions during the program changes in personnel and your willingness to take on the APMC/OWCP duties during fire season and another employee's absence.

SANDRA TRIPP, Personnel Management Specialist, SO - For your continuing high level of work accomplishments during the heavy workloads in 1994 and 1995.
LUZ MORENO, Personnel Clerk, SO - For your high level of service to your units and your internal help during the transition of the temporary hiring regulations.

Promotions

DONALD BLACK, Supervisory Forestry Technician, Cascade RD to Fire, Aviation, Ecology Staff Officer, Flathead NF.
DAUTIS PEARSON, Forestry Technician, Lowman RD to Land Management Planning Specialist, Council RD, Payette NF.

Reassignments

MATTHEW WILLIS, Forestry Technician, Mt. Home RD from Payette NF.
RENEE VOIGT, Purchasing Agent, Mt. Home RD from Snoqualmie NF.

Bridger-Teton NF

Cash

DEBORAH DESLAURIER, Natural Resource Specialist, SO - For planning, organizing and conducting the Bridger-Teton NF Vegetation Workshop which included multi-region, multi-agency and public participants fostering technology transfer, customer service and interagency relations.
DEAN BURNHAM, Forester, Grey's River RD - (Given by Regional Office) - For photographic excellence in the 1994 Photo Contest.

Spot

DEBORAH MORLOCK, Resource Clerk, Buffalo RD - Employee of the Quarter - For your dedication, willingness to take on new challenges, and active sponsorship of Civil Rights.
PATRICIA HAINES, Management Support Technician, SO - For noticing that the blue warning light was flashing in the computer room and making every effort to notify the computer section. Her involvement helped to avoid a system crash.
KAREN WILSON, Purchasing Agent, SO - During absence of computer personnel, when blue warning light for DG system was flashing, took initiative to check temperature in computer room and called an air conditioning repairman, thus preventing the system from crashing.
ANDREW NORMAN, Forester, SO - (Given by the Regional Office) - Andy's work on the development of the Region's data for the Grand Canyon Visibility Study and the subsequent formatting and inputting of that data into the very large and complex computer spreadsheets developed for the study resulted in the Region meeting an extremely tight due date schedule with high quality information. The primary reason the schedules were met is that Andy did the majority of the data input on his own time and on his personal home computer.

Appointments

THOMAS BILLS, Information Assistant, Jackson RD.
DENNIS BARRON, Resource Clerk, Big Piney RD.
EDELTRAUD HAYS, Accounting Technician, SO.
ROBERT SKEEN, Lead Forestry Technician, Jackson RD.

Promotions

KRISTEN NIXON, Financial Assistant, Kootenai NF, SO to Budget & Accounting Analyst, SO.
KEVIN JOSEPH, Supervisory Forestry Technician, Sawtooth NF, Sawtooth NRA to Supervisory Forestry Technician, Pinedale RD.

Promotions in Place

DONALD FALLON, Soil Scientist, SO.
EDWARD DISNEY, Lead Range Technician, Buffalo RD.

Reassignments

MARGARET GALLAGHER, Forestry Technician, Toiyabe NF, Spring Mountain NRA to Forestry Technician, Jackson RD.
KATHY NASH, Resource Clerk Jackson RD to SO.
ADRIAN VILLARUZ, Wildlife Biologist, Green Mountain & Finger Lakes NF, Manchester RD to Wildlife Biologist, Jackson RD.
TERRY ECCLES, Forester, Caribou NF to Resource Assistant, Big Piney RD.
KENNETH BAILEY, Forestry Technician, Grey's River RD to Pinedale RD.
ANNETTE JOSEPH, Range Conservationist, Sawtooth NF, Sawtooth NRA, to Rangeland Management Specialist, Big Piney RD.

Caribou NF

Cash

KIMBERLY CHIPMAN, Land Use Planning Specialist, SO - \$200 for creating the vegetation layer for the Caribou NF using new technology. She pioneered a system which can serve the Region and other agencies.

Spot

THERESA SALZETTI, Information Receptionist, Pocatello RD - For outstanding effort in coordinating the District's activities associated with the Dodge National Finals Rodeo during March 1995, and assisting with the actual Forest Service/GIFF program for the Rodeo performance.
LINDA WARD, Writer-Editor, SO - For her exemplary effort and accomplishment in organizing and preparing the Eastern Idaho Ecogroup proposal to the Regional Forester. The personal commitment, follow-through and effort were outstanding.
TINA STEPHENS, Resource Clerk, Soda Springs RD - For maintaining an orderly, clean work area that is a credit to the District and sets an example for fellow workers.
BOYD COOK, Mining Engineering Technician, Soda Springs RD - For maintaining an orderly, clean work area that is a credit to the District and sets an example for fellow workers.
HEIDI HEYREND, Rangeland Management Specialist, Soda Springs RD - For maintaining an orderly, clean work area that is a credit to the District and sets an example for fellow workers.

Personnel

Promotions

KAROL BERGQUIST, Budget and Accounting Analyst, Bridger-Teton NF, to Supervisory Budget Analyst, SO.

Promotions in Place

DEBRAH TILLER, Landscape Architect, SO.
RANDALL TATE, Civil Engineer, SO.

Reassignments

EDWARD CHRISTY, Lead Forestry Technician, North Fork RD to Forestry Technician, Pocatello RD.

Dixie NF

Cash

MAX E. MOLYNEUX, Landscape Architect, SO - For exceptional initiative in developing partners for the Panguitch Lake reconstruction project. Max generated an additional \$40,000 for this project from outside partners.

JEFFREY G. BOTT, Forester, Cedar City RD - For superior accomplishment in administration of the Panguitch Lake Timber Sale.

DALE F. HARRIS, Range Conservationist, Cedar City RD - For superior accomplishment in Range Administration, exerting time and effort in achieving permittee compliance with proper rangeland use during a drought year while serving as the Forest Range Staff Officer.

Group

RANDALL R. HAYMAN, Forester, Cedar City RD; SUSAN J. HAYMAN, Environmental Coordinator, SO; BRIAN W. FERGUSON, Silviculturist, SO; RONALD L. RODRIGUEZ, Wildlife Biologist, SO; DANIEL H. DEISS, Supervisory Land Use Planner, SO - For exhibiting outstanding and effective teamwork in Land Stewardship as exemplified in the successful execution of a nationally recognized timber salvage program.

VERN H. ROUNDY, Forester; MARK E. VAN EVERY, Public Affairs Officer; STEPHEN ROBERTSON, Fisheries Biologist; MAX E. MOLYNEUX, Landscape Architect; MARIAN JACKLIN, Archaeologist; JAMES T. BAYER, Soil Scientist; CHEREE F. PADDOCK, Resource Specialist; BARRY J. JOHNSON, Forester - all SO; DIANA L. MCGINN, Forester; DONALD F. TINSLEY, Forestry Technician; MICHAEL G. VANDYCK, Forestry Technician; JULIE A. DAVIS, Resource Clerk; DALE E. HARRIS, Range Conservationist; CHARLOTTE T. MITCHELL, Support Services Specialist - all Cedar City RD; and DAVID WHITEKIEND, Wildlife Biologist, Teasdale RD - For exhibiting outstanding teamwork in Land Stewardship as exemplified in the successful execution of a nationally recognized timber salvage program.

Spot

THOMAS CONTRERAS, District Ranger, Pine Valley RD - For Leadership and encouragement in developing the handicapped fishing pier at Pine Valley Reservoir.

RANDY M. DAVIS, Forestry Technician, Cedar City RD - As a team member, played a substantial role in support for fuels/fire/air quality for the Brian Head Recovery Project.

JULIE ANN DAVIS, Resource Clerk, Cedar City RD - As a team member, played a substantial role of support in compliance and project file for the Brian Head Recovery Project DEIS.

DONALD F. TINSLEY, Forestry Technician, Cedar City RD - As a team leader for the Brian Head Recovery Project DEIS, played a substantial role in the analysis and development on this DEIS.

PRISCILLA R. SUMMERS, Wildlife Biologist, Cedar City RD - As a team leader, played a substantial role in the analysis and compilation of the Brian Head Recovery Project and Duck Creek Campground project.

DIANA L. MCGINN, Forester, Cedar City RD - As a team member, played a substantial role in the analysis and compilation of the Brian Head Recovery Project and Duck Creek Campground project.

NANCY A. BRUNSWICK, Landscape Architect, Cedar City RD - As a team member, played a substantial role in the analysis and development of the Brian Head Recovery Project DEIS.

Special Act

RONALD S. WILSON, District Ranger, Cedar City RD - For outstanding performance as a member of the Southern Utah Eco-Group Transition Team, which developed a sound and innovative organization concept.

MARK E. VAN EVERY, Public Affairs Officer, SO - For your outstanding leadership in planning, contracting, oversight, and completion of the new St. George Interagency Information Center.

JANET S. NELSON, Personnel Assistant, SO - For skillfully coordinating the "Temporary Conversion Project," coding/inputting of 350+ personnel actions in a short time frame while still maintaining the office's work flow.

CATHERINE T. CARLILE, Personnel Clerk, SO - For exhibiting exceptional team spirit/cooperation in the expeditions and preparation of 350+ personnel actions to convert identified Dixie NF employees.

DUANE N. STEWART, Forestry Technician, Escalante RD - Host of the Year Award, presented in recognition of the helpful attitude he has demonstrated toward both his fellow employees and our Forest customers.

Length of Service

JANICE W. STAATS, Hydrologist, SO; RONALD L. RODRIGUEZ, Wildlife Biologist, SO; DIANA L. MCGINN, Forester, Cedar City RD; ELVIN G. COX, Electronics Tech, SO; CINDY M. CALBAUM, Forester, Escalante RD; LEE ANN BEEKMAN, Forestry Technician, Escalante RD; All 10 years.

PRISCILLA R. SUMMERS, Wildlife Biologist, Cedar City RD; JOHN R. SHOCHAT, Range Conservationist, SO; JEFFREY G. BOTT, Forester, Cedar City RD; All 20 years.

MAX E. MOLYNEUX, Landscape Architect, SO; KATHLEEN A. SLACK, Realty Specialist, SO; JOSEPH G. BLACK, Supervisory Civil Engineer, SO; All 25 years.

DALE R. HARRIS, Range Conservationist, Cedar City RD - 30 years.

LAMOND DAVIS, Forestry Technician, Cedar City RD - 35 years.

Appointments

FRANCES C. WILSON, Resource Clerk,

Escalante RD.

MICHELE B. COATES, Support Services Specialist, Pine Valley RD.

JULIE B. WHICKER, Information Receptionist, Cedar City RD.

RANDOLPH T. BECKSTRAND, Information Receptionist, Pine Valley RD.

VALERIE L. WALDORF, Visitor Information Assistant, Escalante RD.

Promotions

CHRISTINE DALTON, Clerk Typist, Powell RD to Information Receptionist.

DEBORAH L. KARY, Wildlife Biologist, Wrangell RD to Wildlife Biologist, Escalante RD.

KURTIS A. ROBINS, Range Conservationist, Duchesne RD to Resource Management Specialist, Teasdale RD.

JANET S. NELSON, Personnel Clerk, SO to Personnel Assistant, SO.

Promotions in Place

CHARLOTTE T. MITCHELL, Support Services Specialist, Cedar City RD.

DAVID B. BOLSOVER, Accounting Technician, SO.

DAVID M. KEEFE, Forester, Escalante RD.

Reassignments

ROBERT M. SANDERS, Lead Forestry Technician, Palomar RD to Supervisory Forestry Technician, Cedar City RD.

RANDALL R. HAYMAN, Forester, Cedar City RD to GIS Coordinator, SO.

PATRICIA ANN LARSON, Information Receptionist, Pine Valley RD to Resource Clerk OA, Pine Valley RD.

Resignations

CHANTELLE K. KIMBALL, Clerk Typist, SO.

Retirements

CONNIE S. KLEESE, Personnel Clerk, SO.

Transfer Out

ANNE LOUISE SHAFER-NOLAN, Wildlife Biologist, Escalante RD, to Wildlife Biologist, Cuyahoga Valley National Recreation Area, Brecksville, Ohio.

Fishlake NF

Cash

LYNN FINDLAY, Forester, SO - \$400 for outstanding performance and unselfish service as Interdisciplinary Team Leader on the Abes Reservoir and Twin Ponds Dams Environmental Assessment.

Spot

KEVIN GREENHALGH, Forester, SO - \$250 for being a driving force for excellence in the Fishlake's Fire Planning program.

JOANN DODDS, Personnel Assistant, SO - \$250 for timely, accurate processing of conversions of Excepted Temporary Appointments for all Fishlake Temporary employees, which necessitated processing three separate personnel actions for each employee.

MELODY JOHNS, Personnel Clerk, SO - \$250 for timely, accurate processing of conversions of Excepted Temporary Appointments for all Fishlake Temporary employees, which necessitated processing three separate personnel actions for each employee.

Personnel

Appointments

GARY BAKER, Warehouse Worker, SO.
TRUDY DRAPER, SCSEP Enrollee, SO.
RENEE WORLEY, Information Receptionist, SO.
RILE DUTTON, SCSEP Enrollee (Experimental Project), SO.
PAUL SARBAUGH, SCSEP Enrollee, Beaver RD.
BURTON AMOS, SCSEP Enrollee, Beaver RD.
NADINE COLEMAN, SCSEP Enrollee (Experimental Project), SO.

Promotions

TONY VALDES, Rangeland Management Specialist, Beaver RD, to District Ranger, Toiyabe NF, Tonopah RD.

Promotions in Place

SHARON ROBISON, Support Services Specialist, Fillmore RD.
FLORENCE KEHR, Support Services Specialist, Beaver RD.
E.J. "BERT" LOWRY, Wildlife Biologist, SO.
RALPH GODDARD, Civil Engineering Technician, SO.
KEVIN GREENHALGH, Forester, SO.
BOB TUTTLE, Rangeland Management Specialist, Richfield RD.

Reassignments

VIRGINIA SORENSON, Information Receptionist, SO to Accounting Technician, SO.
LINDA CHAPPELL, Forestry Technician, SO to Ecologist, SO.
DANIEL HAGEN, Forestry Technician, Loa RD to Forestry Technician, Malheur NF, Long Creek RD.
LISA NIRK, Wildlife Biologist, Cibola NF to Wildlife Biologist, Fillmore RD.
MARCIA LAY, Purchasing Agent, RO to Procurement Technician, USAC.
DOUGLAS SORENSON, Rangeland Management Specialist, Humboldt NF, Ruby Mtn RD, to Beaver RD.
KEVIN SANCHEZ, Rangeland Management Specialist, Beaver RD, to Gila NF, Black Range RD.
MAGGIE WILLIAMS, Law Enforcement Officer, Ashley NF, to Fishlake NF.

Resignations

RONALD NOBLE, SCSEP Enrollee, Richfield RD.
NADINE COLEMAN, SCSEP Enrollee, SO.
RILE DUTTON, SCSEP Enrollee, SO.

Retirements

TOBIAS MARTINEZ, Forest Supervisor.

Manti-LaSal NF

Cash

TOM SHORE, District Ranger, Sanpete RD - \$1,000 for outstanding performance as a member of the Southern Utah Eco-Group Transition Team which developed a sound and innovative organization concept.

Appointments

CINDY WHITE, Information Receptionist, Sanpete RD.

Promotion in Place

JEFF DEFREEST, Geologist, Price RD.
MARTHA DEFREEST, Civil Engineer.

Reassignments

STEVEN COTE, Forestry Technician to Sanpete RD.
DIANE COTE, Forester to Sanpete RD.

Payette NF

Cash

LINDA WAGONER, Fisheries Biologist, SO - \$500 for completion of Section 7(D) determinations and chinook salmon section 7 PACFISH screening forms in addition to assigned duties from August 1994 through March 1995.
VONDA KIRK, Office Automation Clerk, SO - \$250 for timely support to Pacific Rivers and Bull Trout litigation, and timely completion of FOIA requests for multiple volumes of documents in FY 1994.
RUDY VERSCHOOR, Supervisory Forester, McCall RD - \$500 for serving as Interdisciplinary Team Leader and principle contributor to the Tailholt Administrative Research Study EIS.
LOTHAR KOSOSIK, Forestry Technician, New Meadows RD - \$150 for contributions to the McCall RD Mushroom Permit program.
ROBERT PECKHAM, Forestry Technician, McCall RD - \$300 for contributions to District Mushroom Permit program.
DAVID SKINNER, Wildlife Technician, Council RD - \$1000 for superior performance under extremely adverse conditions and short time frames on the Fall Creek post-fire EIS.

Spot

FAYE STEINHAUS, Personnel Assistant, SO - \$250 for taking lead in administrating the new temporary employment program policies forestwide.
JUDY MATHIS, Mail & File Clerk, SO - \$50 for working in extremely crunched timeframes to complete a huge xeroxing project on time.
DIANE YATES, Payroll Clerk, McCall RD - \$25 for filling in behind key personnel and contributing to smooth operations on the District.

Group Time Off Award

Administration Branch, SO - in appreciation for achievement in providing quality service to Forest customers and employees: SUSAN REINHARD, Public Affairs Specialist; BARRY MATHIAS, Supervisory Communications Management Specialist; BRENDA CORY, Personnel Officer; SKIP ARTHUR, Computer Program Analyst; WALT WARRICK, Telecommunications Specialist; HAROLD LUKECART, Electronic Technician; JOY THOMAS, Personnel Management Specialist; SHARI BOWLING, Computer Systems Analyst; CRAIG LEWIS, Accountant; CAROLE LAPPIN, Resource Specialist; PAM KRIGBAUM, Budget Analyst; DEANNA FLEMMER, Budget Analyst; JOYCE STECKMAN, Purchasing Agent; SHERI KOSOSIK, Supervisory Personnel Assistant; SHERRY SUMMERFIELD, Computer Specialist; PATSY MICHEL, Accounting Technician; LEEANN JOHNSTON, Purchasing Agent; CARLA KAMERDULA, Personnel Assistant; TERRI HUBBS, Civilian Payroll Technician; CATHERINE PETZAK, Accounting Technician; JILL KEMP, Resource Clerk; JOELLA BOLLAR, Resource Clerk; CHRISTINE KOEBERLEIN, Resource Clerk; GLORIA RINGEL, Personnel Clerk; JUDY MATHIS, Mail/File Clerk; RENEE BIDIMAN, Information Receptionist; VALERIE SHAW, Office Automation Clerk.

Appointments

BOB PECKHAM, Forestry Technician (East Zone Recreation), McCall RD.
CHRISTOPHER CLAIRE, Forestry Technician (Helitack), New Meadows RD.
JOHN RYGH, Hydrologic Technician, McCall RD.
JEFF HALLIGAN, Forestry Technician (Trails), New Meadows RD.
BRYON BONNELL, Forestry Technician (Marking), New Meadows RD.
DENNY LEWIS, Forestry Technician (Helitack), New Meadows RD.
NORMAN HUMKE, Land Surveyor, Engineering Branch, Land Survey Unit.
TERESA WHEELER, Forestry Technician (Prevention), Weiser RD.
VIANNE VISSER, Office Automation Clerk, Smokejumper Unit.
PATRICK HESSLER, Forestry Technician (Engine), Weiser RD.
GRETCHEN HORSTMAN, Forestry Aid (Engine), Council RD.
ROBERT FRISK, Forestry Technician (Engine), Weiser RD.
ROLAND FOSS, Forestry Technician (Engine), Council RD.
LOUIS WASNIEWSKI, Hydrologist, SO.
STEVE DAIGH, Forestry Technician (Smokejumper), SO.
FRANCIS RUSSO, Forestry Technician (Smokejumper), SO.
MICHAEL COOPER, Forestry Technician (Smokejumper), SO.
AMELIA SCISSONS, Forestry Technician (Smokejumper), SO.
MARK KOONTZ, Forestry Technician (Smokejumper), SO.
SHAWN WHEELER, Forestry Technician (Smokejumper), SO.

Promotions

SHERRY SUMMERFIELD, Forestry Technician, GIS, to Computer Specialist, SO.
GLENN JOHNSTON, Forestry Technician (Helitack Leader), Krassel RD, to Forestry Technician (AFMO), Krassel RD.
DAN ANDERSON, Forester, McCall RD, to Management and Program Analyst, Krassel/McCall/New Meadows RD (Zone).
FRANK ROMERO, Forestry Technician (Smokejumper).
DENNIS GEVING, Forestry Technician (Smokejumper).
LINDA CRAWLEY, Purchasing Agent, Council RD, to Support Services Specialist, Krassel RD.
VALERIE SHAW, Office Automation Clerk, SO, to Administrative Support Assistant, SO.
PATTY JACOBSEN, Payroll Clerk Typing, SO to Administrative Office Assistant, SO.
DIANE YATES, Payroll Clerk Typing, McCall RD to Administrative Office Assistant Council RD.

Promotions in Place

WAYNE HERSEL, Civil Engineering Technician, SO.

Reassignments

TED SPENCER, Forestry Technician (Smokejumper), to Forestry Technician (East Zone Recreation), McCall RD.

Resignations

RYAN REID, Forestry Technician (Smokejumper), SO.

Personnel

Reinstatements

DALE SHIPPELHOUTE, Forestry Technician (Smokejumper), SO.
MICHAEL TYRELL, Forestry Technician (Smokejumper), SO.

Transfer In

DAUTIS PEARSON, Supervisory Forester, Council RD, from Boise NF.
LAURIE KELSO, Geologist, Krassel RD, from Tongass NF.
CAROLYN WINKLER, Resource Clerk, Weiser RD, from Winema NF.
JAMES EGNEW, General Physical Scientist, Krassel RD, from Manti-Lasal NF.
CYNTHIA GRINDE, Administrative Management Assistant, New Meadows RD, from Custer NF.
PETER GRINDE, Rangeland Management Specialist, Resource Ecology Branch, from Custer NF.
MICHELLE O'CONNELL, Forester, (Special Uses), Boise NF, to Forester (Special Uses), McCall RD.

Transfer Out

PATTI SCHWIND, Forestry Technician, Krassel Rd to Helena NF.
CHRISTINE BRUNNER, Forester, New Meadows RD to Chippewa NF.
PAMELA GARDNER, Public Affairs Specialist, SO to Public Affairs Specialist, Black Hills NF.
FAYE STEINHAUS, Personnel Assistant, SO to Personnel Assistant, Kaibab NF.

Salmon-Challis NF

Spot Award

NORMAN ANDO, Natural Resource Specialist;
TROY COOPER, Forestry Technician; RAY CULLINANE, Forester Administration; and LINDA WALTON, Forestry Technician - all North Fork RD; NORMAN FUELLENBACH and PATRICIA ULIK, Public Affairs Specialists, SO; and DANA HORTON, Natural Resource Specialist, Leadore RD - For outstanding support and personal enthusiasm in making the 5th annual Shoshone-Bannock Tribes Friendship Pow Wow a huge success.

MELANI MAY, Lead Forestry Technician, North Fork RD - For outstanding management of tree wrapping operations during the District's 1995 reforestation contract.

ROB MICKELSEN, Range Technician; KEN-NETH ROGERS, Supervisory Forestry Technician; and DON SMITH, Rangeland Management Specialist - all Cobalt RD - for outstanding effort in conducting Forest Service participation in community events at Salmon, Idaho.

Special Act

The following employees were awarded for outstanding effort as members of the Interdisciplinary Team who worked on the McKim Creek trespass. A professional report, "Preliminary Assessment of Damages, McKim Creek Trespass," was produced which contained complete and accurate information that was used by the prosecutors during the trial.
JOHN HAMMOND, Natural Resource Specialist, and BEN GARECHANA, Range Conservationist, both Salmon RD; STEPHEN MATZ, Archaeologist; JOHN PERRY, Law Enforcement

Officer; ELIZABETH RIEFFENBERGER, Hydrologist; and SARAH LAU, Civil Engineer, all SO.

LUTHER PHILLIPS, Equipment Operator, Cobalt RD - For outstanding effort, quality, and quantity of work performed during snow plowing operations on the Salmon/Challis National Forest during spring of 1995.

Length of Service

EMMA MOORE, Resource Specialist, SO - 20 years.
MELANI MAY, Lead Forestry Technician, North Fork RD - 5 years.
CLIFFORD KEENE, Forester, SO - 30 years.
EUGENE SUNDBERG, Forester, North Fork RD - 20 years.
JAMES WERNER, Supervisory Civil Engineer, SO - 20 years.
JEFFREY SLAGG, Forestry Technician, Leadore RD - 10 years.

Appointments

MIKE DAVIS, Lead Forestry Technician, Cobalt RD.
JODY WISNER, Forestry Technician, Challis RD.
SANDY BROWN, Office Automation Clerk, Yankee Fork RD.
CYNTHIA HOBBS, Office Automation Clerk, Challis RD.
TONIA MITCHELL, Office Automation Clerk, Challis RD.
ROGER MONSON, Range Technician, Leadore RD.
GLENN LACKEY, Forestry Technician, Leadore RD.
DAVID MORRIS, Lead Forestry Technician, Challis RD.
WILLIAM MARCROFT, Biological Science Technician, Lost River RD.
SCOTT SAYER, Rangeland Management Specialist, Lost River RD.

Promotions

MYRON TALLEY, Lead Forestry Technician, North Fork RD to Forestry Technician, North Fork RD.
BARBARA ANDREWS, Resource Assistant, SO to Resource Assistant, Challis RD.
MARIA SHAFFER, Resource Clerk, Lost River RD to Resource Assistant, Lost River RD.
PAUL J. SMITH, Supervisory Forestry Technician, Challis RD.
MARY PREBBLE, Accounting Technician, SO to Support Services Specialist, Leadore RD.
CLEE SHINDERLING, Forestry Technician, Challis RD to Supervisory Forestry Technician, Challis RD.

Reassignments

ERNEST SCHNEIDER, Supervisory Forester, SO to Natural Resource Specialist, SO.
CAROL BOYD, Forester, Lost River RD to Natural Resource Specialist, Lost River RD.

Sawtooth NF

Spot

JACKIE RICHTER, Accounting Technician, Twin Falls RD - In recognition of your support and leadership for the Forest Special Uses Program.
JAIMIE BORTON, Support Services Clerk, SNRA, Stanley RD - Good job buttons as tokens of appreciation from people she has assisted.

TINA RUFFING, Range Technician, SNRA, Stanley RD - Good job buttons as tokens of appreciation from people she has assisted.

Special Act

ANNETTE JOSEPH, Range Management Specialist, Stanley RD - For your development of a Spanish terms "glossary" to help alleviate the language barrier between Forest Service employees and Spanish-speaking customers.

Performance Award

ROBIN GARWOOD, Wildlife Biologist - For sustained superior performance in planning and implementing the North Zone Wildlife Program on the Sawtooth NF.

Appointments

CONNIE MILLER, Mail & File Clerk, SO.
STEVE RODRIGUEZ, Engineering Technician, SO.
TINA RUFFING, Range Conservationist, Sawtooth NRA.
JUDY ARCHBALD, Recreation Technician, SNRA.
TONY BEITIA, South Zone Fire Management Officer, Twin Falls/Burley RD.
BILL MURPHY, Assistant Fire Management Officer.
JOELLA CASEY, SCSEP, SO.

Promotions

ALAN PINKERTON, District Ranger, Ketchum RD to Assistant Forest Supervisor, Humboldt-Toiyabe NF, Spring Mountain NRA.
BARBARA TODD to Public Affairs Specialist, SO.
DENNIS PRATT to Assistant IR Foreman, Twin Falls RD.
TERRY CLARK to District Ranger, Saco RD, White Mountain NF.

Promotions in Place

BARRY BAUMERT, Civil Engineering Technician, Twin Falls RD.
LARRY LOFSWOLD, Supervisory Forestry Technician, Ketchum RD.
JOE MICZULSKI, Forester, Fairfield RD.

Reassignments

ANNETTE CHAVEZ, Hiawatha NF to Realty Specialist, SO.
JACKIE RICHTER, Information Receptionist to Accounting Technician, SO.
TOM BANDOLIN, Wildlife, Fish & Rare Plants Group, WO to Forest Wildlife Specialist, SO.
BONNIE ROSS, BLM to Office Automation Clerk, SO.
RAY NEIWERT, Minerals Range, SNRA to Range Management Specialist, Twin Falls RD.
MARY RITZ, Mt. Home RD, Boise NF to Rangeland Management Specialist, Fairfield RD.
WILLIS THOMPSON, Assistant FMO, Fremont NF to Fire Management Officer, Ketchum RD.
SHIRLEY KELLEY, Support Services Supervisor, Twin Falls RD to Assistant Budget Analyst, SO.
CAMIE SCHAAR, Support Services Supervisor, Mt. City RD, Humboldt-Toiyabe NF to Support Services Supervisor, Twin Falls RD.
MELANIE PETERSON, Office Services Supervisor, SO to Forest Supervisor's Secretary, SO.
KAY BRITTON, Forester, Lolo NF to Forester, SNRA.

Retirements

JACK BILLS, Forest Supervisor.
RALPH JENKINS, Rangeland Management Specialist, Twin Falls RD.
RICHARD MALOUF, Archaeologist.

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Smokey Bear Balloon on Tour Visits the Uinta National Forest

Early in the morning on July 4, the Smokey Bear Hot Air Balloon, along with many other balloons, took flight at Provo's Freedom Festival. It was an amazing sight—the balloon is absolutely incredible!

Over ten people helped unpack the balloon and get it ready for takeoff. Once it was airborne, there was a roar from the large crowd on the ground.

Forest Service employees and volunteers handed out CFFP materials to the public and talked with them about fire prevention. The fire exhibits and Smokey Bear trailer with a picture of the balloon painted on the side were very popular with the kids as well as adults.

Forest Service employees Katie Foreman and Jim Dunford were the

lucky ones to ride in the balloon and assist pilot Bill Chapel. The balloon flew for two hours before landing in a field in north Provo. The crew then went to work deflating and repacking the balloon, a task that is definitely easier said than done.

It was quite an honor to have the Smokey Bear Balloon on Tour pay a visit to Utah. We hope to have the balloon return in the future to help with fire prevention efforts. The Smokey Bear Balloon visit was

funded by local sponsors and the Uinta Visitor Information Association.

by Lola Murray
Information Assistant
Uinta National Forest



The Smokey Bear hot air balloon rises above Provo. The balloon was a highlight at Provo's Freedom Festival.